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OPEDA Newsletter

ORGANIZATION OF PROFESSIONAL EMPLOYEES OF THE U. S. DEPARTMENT OF AGRICULTURE

Organized in 1929

MARCH 1954

Vol. 6, No. 1

OPEDA's First Twenty-five Years

By ROY E. MILLER

A birthday calls for congratulations. At 25, OPEDA has earned them. The word "birthday" makes us think of festivities, happiness, completing an era, making a new start. Therefore OPEDA celebrates. Presents are in order. OPEDA is not without its present!

For today, on this page, for April 7, 1954, we present to the membership and to members soon to be with us a fitting insignie, the bright new seal of OPEDA. Many of our members have been asking for such an emblem for a long time. We hope it pleases them and the other thousands of employees of the U. S. Department of Agriculture.

What is work without enjoyment? Everyone must think sometimes—must come to know—that pleasure in his work is essential to realization of his high hopes. The enjoyment of his role in Government activities, the feeling of responsibility and comparative security in his occupation, and the knowledge that he and his fellow employees are always welcome to carry their problems to willing ears; these are the highest incentives to faithful performance of official duties.

Spirit of OPEDA

OPEDA is a group expression of the spirit of USDA employees. It is an organization, a brotherhood, bound by ties of common interest in doing a better and better job for Government and country, and bringing to the individual greater dignity, satisfaction,

and peace of mind. It strives for civic and personal values that endure. This association of free men and women is definitely interested in the occupational well being of its members; it is no less concerned with how the Department employee discharges his duties. OPEDA stands for "service for pay as much as pay for service." You'll find this principle embedded in the OPEDA Constitution of 1929. It is just as potent as ever on this quarter-century anniversary in 1954.

To render the most effective public service at all times, we are convinced, is an aim of the highest moral value. The Organization is always ready to cooperate with Department officials, and in it all members have a medium through which they can collectively and promptly present their views to the administrators. OPEDA members are encouraged to make themselves appreciated through service in whatever useful capacity they are engaged, and to study their work, adapt themselves to conditions and changes, and devote themselves to progress.

Rewards of Effort

High-pressure methods are no part of OPEDA. Its success and popularity are based on its practical ideals and policies. Consistent effort to obtain reliable information and put it to proper use always assures the Organization a ready hearing. This approach to employee and public service problems has won the approval of departmental officials and Congressional Committees. It has proved to have a logical appeal to scientific people from the highest civil service grades, clear through to the professional and technical clerks in GS-5, the younger workers having been made eligible for membership since the Classification Act of 1949 went into effect October 28, 1949. OPEDA has over the years championed the revision and security of Federal pay and retirement programs; intensive study of Federal employment conditions; revision of Civil Service and classification laws; and plans for making more effective use of the professional staff of the Department.

A few of the many present-day objectives are: Equal pay for equal work, elimination of double taxation for Federal employees working in one State but living in another, appropriate recognition of Federal-State co-

Secy. Benson's Letter

Dear Mr. Henderson:

A unique feature of the Department of Agriculture is the development and encouragement of institutions and organizations designed to improve the services of its employees. Our USDA Graduate School and USDA employee clubs and organizations are examples.

One of the outstanding employee groups is the Organization of Professional Employees of the Department of Agriculture. During its 25 years of existence OPEDA has grown until its membership now includes professional workers in both research and administration throughout the entire Department. This growth is not surprising in view of the high purpose to which the Organization is dedicated—an improved public service.

I want to congratulate OPEDA on its 25th Anniversary, and wish for it many more years of successful endeavor.

Sincerely yours,

Edward J. Benson
Secretary.

operative employment towards retirement credit, and the highest standards of performance and integrity for Federal service. Hundreds of bills introduced in Congress affect the interests of departmental employees. All of them have to be studied by OPEDA. The Executive Officer of the group participates in congressional committee hearings and gathers and presents information at their request.

Telling 30,000 the Good News

It was a great forward step when the young subprofessionals and supervisors were made eligible for membership. OPEDA membership offers these employees the encouragement and benefits of professional leadership and the fine feeling that they are doing something useful and essential. It is something to gain a sense of fellowship with men and women of attainments. These new members

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The Story—

of the new insignie of OPEDA and how it came to us on this 25th Anniversary is told on page 5. All the next seven pages of the Anniversary Number are enlivened with interesting articles concerning you and your organization.

When you have read them, show them to other employees. Thirty thousand will want to know more about OPEDA.

Hear Representative Clifford R. Hope at the OPEDA banquet, April 23.

Employee Legislation

By W. L. DUTTON, Executive Officer

The second session of the Eighty-Third Congress is probably the busiest one in history from the standpoint of employee legislation. At least 25 bills dealing with pay increases alone have been introduced. OPEDA members have a vital interest in two measures which currently have occupied the spotlight on Capitol Hill.

One is S. 2665, the so-called "fringe" benefits bill introduced on January 11 by Chairman Carlson of the Senate Committee on Post Office and Civil Service; the other is H.R. 8093, introduced on February 25 by Chairman Rees of the House Committee on Post Office and Civil Service. Both bills are said to represent the position of the Administration concerning the features covered.

The "Fringe" Benefits Bill

S. 2665, among other things would (1) abolish the present CPC Schedule leaving two categories—GS Schedule and Wage Boards; (2) allow 700 jobs to be placed in super grades instead of 400; (3) authorize longevity step increases in GS grades 11 to 15—present cut-off is at GS-10; (4) guarantee a minimum of two hours pay for any work on a holiday; (5) repeal previous laws covering incentive and honor awards and place responsibility for incentive awards regulations in the Civil Service Commission (separate legislation, H.R. 7774, covering incentive awards was reported out of committee on March 10); (6) deny

premium pay to employees whose basic rate or aggregate rate exceeds the maximum of GS-15; (7) provide annual allowance of not to exceed \$100 for uniforms where job requires their use; and (8) repeal the Whitten rider.

Hearings on S. 2665 have been completed. Testimony generally was favorable, and most of its provisions may be enacted this session. OPEDA's Executive Officer testified in support of S. 2665, but recommended amendment to include provision for retirement credits to Federal-State Cooperative employees. (See discussion below under "Federal-State Employees" caption.)

Pay Acts

H.R. 8093 might well be called another "fringe" benefits bill. It contains all of the provisions in S. 2665 except the allowance for uniforms and repeal of the Whitten rider. In addition it (1) allows selection from five top names on register of eligibles instead of three and (2) establishes a revision of pay schedules of the Classification Act.

At time of introduction H.R. 8093 undoubtedly had the strong backing of the Administration. In testifying before the House Committee Chairman Young of the Civil Service Commission said the purpose of the proposed new pay schedules was "to relieve the compressions in the middle salary brackets; to recognize more adequately the differences among these grades

I Belong to OPEDA Because—

The most congenial and enduring of working relations is that in which superior and subordinate recognize mutuality and equality of interest, participation, and responsibility. They plan together to contribute their respective technical skills, scientific knowledge, vision, and judgment based on wide experience. They deal with each other in frankness, honesty, equity, and goodwill, without prejudice, coercion, restraint, or reprisal. In so complicated a combined framework as that formed by the Congress, the Civil Service Commission, the Department, and its elaborately specialized agencies, such a working relation is attainable only through some uniquely potential catalyst. The most effective catalytic agent yet proposed is OPEDA.—L. F. Kneipp, FS, Ret.

To me OPEDA is a *voice*—the only voice I know that represents professional and administrative career personnel of *any* government department. Through our registered representative, in a dignified and conservative way, we make our opinions heard in the committees of Congress. We are speaking out forcefully, and at times it seems single voiced, for the ideals and policies we support.

Our VOICE would be a more convincing one if we had double our

present membership. JOIN NOW!—Ralph W. Sherman, Plant Quarantine Br., ARS.

Federal employment is both an opportunity and an obligation. The higher the position held, the greater are both. We should endeavor constantly to improve the service we are paid to render. The American people are entitled to the best. OPEDA gives to the leaders in all Services an opportunity to exchange their best ideas. Joining and using OPEDA broadens our views, our interests, and our knowledge. This increases our ability to serve.—Carleton R. Ball, Ext., Ret.

One example will illustrate "why I am a member of OPEDA." A few years ago Dr. Stanley Fracker and others, acting for OPEDA, testified before the Felix Frankfurter (now Supreme Court Justice) Advisory Group, and a Congressional committee, and made recommendations which led to greatly liberalizing the pending Retirement Act as it applied to employees in the higher grades. That OPEDA action alone, as have others, has more than justified my membership over the years.—Earl W. Lovelidge, Assistant Chief, FS.

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1954 Federal Employee Almanac

Joe Young, editor of the "Federal Spotlight" column in the Washington Star, has published the first edition of the 1954 Federal Employees Almanac, at 50 cents a copy, 11 copies for \$5, or 37 cents a copy on orders of 50 or more. The Almanac contains facts and tables on pay, leave, retirement, survivorship annuities, appeals, reductions-in-force, veterans preference, Whitten rider, etc. All communications should be addressed to the Federal Employees' News Digest, P. O. Box 689, Washington 4, D. C.

in difficulty and responsibility of work; and to provide adequate money incentives in promotions to more difficult or responsible work."

Chairman Young also pointed out that "The structural form of the existing pay schedules is maintained. Except in grades GS-16 and GS-17, there is no change in the number of grades, the number of steps within a grade, or in the amount of within-grade step increases. Like grade GS-18, grades GS-16 and GS-17 are each proposed as a single rate grade."

The range of adjustments in rates would run from no increase to \$800 a year. The average increase would be \$150 or slightly more than 3½ percent.

The proposed pay schedules would allow increases in the entrance rate for each grade and for each step in the grade as follows:

Grades 1 and 2, none; Grade 3, \$50; 4, \$75; 5, \$190; 6, \$205; 7, \$195; 8, \$180; 9, \$240; 10, \$300; 11, \$460; 12, \$460; 13, \$440; 14, \$600; 15, \$800.

Grades 16, 17, and 18 are proposed as single rate grades. The single rate proposed for Grades 16 and 17 are the present maximum rates in these grades.

OPEDA is supporting H.R. 8093 despite the disappointingly low increases and failure to offset the increases in cost of living. The executive officer in testifying before the House Committee on Post Office and Civil Service said:

"Despite the small increases proposed, we consider this bill the most progressive piece of employee legislation in years in behalf of the professional employees whom we represent."

Hearings on H.R. 8093 have been heated and much pressure has been brought to bear for "across the board" increases. As of this writing the fate of the bill hangs in the balance.

Federal-State Employees

Bills are now pending in both the Senate and House designed to equalize retirement benefits for men doing similar work on Federal-State cooperative projects. One such was H.R. 1553 introduced last session by Rep. Harvey. Probability of favorable action on this bill, as an independent measure, seemed remote. Moreover the Kaplan Committee had taken no action on OPEDA's recommendations other than to refer the question to a

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Highlights of January OPEDA Council Meeting

Excerpts from the Auditing Committee Report

"The Auditing Committee of OPEDA has examined the books covering the calendar year 1953 and finds them to be correct and in order, with one minor posting exception which is to be adjusted in the 1954 accounts since the 1953 records have been closed.

"Recommendations made in the audit report of last year have been adopted with good results. The bookkeeper reports that the simplified procedures have materially lessened her posting work."

Publicity Committee Report

Mr. Hooks worked with Mr. Mahurin on a few issues of the newsletter to get more of the stories started on the front page, speeches briefer, more news items, etc.; also minutes of meetings had been used to prepare sample stories for use by columnists who write the Federal columns. Hoped to get more publicity on our 25th Anniversary celebration and asked for further suggestions on "how we might get OPEDA better acquainted with people in the Department."

25th Anniversary Committee Report

In the absence of Dr. Rand, chairman, Roland Rotty, FS, made the following report that:

A banquet commemorating OPEDA's 25th Anniversary be held and a subcommittee be appointed to plan and conduct the banquet.

Exhibits be prepared and used highlighting our code of ethics and something about membership through use of attractive posters.

An emblem be adopted and used in the observance.

An anniversary issue of Newsletter be issued during March.

Financial Condition as of Dec. 31, 1953

The following report, presented by Mrs. Lila Meyer, Staff Secretary (in the absence of the Secretary-Treasurer), was accepted:

Cash in bank, December 31, 1952	\$4,410.31	
Petty cash	25.00	
Total		\$4,435.31
Receipts for 1952 (paid in 1953)	2.00	
Receipts for 1953	1,747.00	
Receipts for 1954 (paid in 1953)	2,598.00	
Receipts for 1955 (paid in 1953)	6.00	
Contribution	21.50	4,374.50
Total cash and receipts		\$8,809.81
Disbursements for 1953:		
Salaries	\$3,390.29	
Printing and mimeographing	1,239.60	
Addressograph service	262.23	
Postage	265.00	
Office supplies	62.44	
Telephone service	30.36	
Social Security expense	50.84	
Miscellaneous	51.40	\$5,352.16
Less credit to surplus		21.74
Total disbursements		\$5,330.42
Cash on hand and in bank, Dec. 31, 1953		\$3,479.39
Cash in bank	\$3,478.95	
Cash on hand	.44	
	\$3,479.39	

Comparative Membership Figures, 1952-1953

Mrs. Meyer reported that as of Dec. 31, 1952, we had received 1,377 renewals and 37 members (new)—total 1,414; as of Dec. 31, 1953, we had received 1,198 renewals and 101 new members—total 1,299.

Report of Economic Committee

Ralph W. Sherman, chairman, reported that no legislative gains were made in 1953 as no major employee benefit legislation was passed.

The "climate is much more favorable this year" as the President is committed to certain improvements and the chairmen of both the Senate and House Committees on Post Office and Civil Service seem friendly to such legislation.

Part I of the Kaplan Committee Report is out; it covers an analysis of all the existing retirement programs in the Government. An executive officer should be employed as soon as possible as the House Committee will start hearings on Feb. 8 on salary and other employee benefit legislation.

Letters are to be sent to each member of both the Senate and House Committees on Post Office and Civil Service with which we are sending them a

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Check Your Mailing Address

As noted elsewhere in this issue, Departmental reorganization will change the mailing addresses of many OPEDA members. You can help mightily by letting us know promptly of any change in address.

LEGISLATION—(From page 2)

subcommittee for further study. In these circumstances, and with the full approval of Rep. Harvey and the Chairman of the Senate Committee on Post Office and Civil Service, OPEDA offered the full text of the Harvey bill as an amendment to the "fringe" benefits bill, S. 2665.

Retirement

The situation differs but little from that reported in the December 1953 Newsletter. The Kaplan Committee did submit a report (774 pages) in January entitled "A Descriptive and Comparative Analysis of Retirement and Related Provisions in Effect on January 1, 1954." This report, however, contained no recommendations to Congress. Presumably these will follow in another report. OPEDA has already filed with the Kaplan Committee a statement covering the overall policies which it believes should govern retirement legislation.

There is some ground for belief that temporary increases voted retired Government employees some time ago will be made permanent this session. Increased interest is being shown in providing annuities to widows of employees who died prior to February 29, 1948. Several bills have been introduced, examples being H.R. 8021 by Rep. Cunningham of Iowa, H.R. 8360 by Rep. Hagen of Minnesota, H.R. 8131 by Rep. Rees of Kansas and H.R. 8123 by Rep. Gross of Iowa.

In view of the crowded legislative schedule for both the Senate and House Committees on Post Office and Civil Service, any substantial action on retirement and survivorship insurance legislation this session appears unlikely.

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Les Mahurin Resigns as Executive Officer

We regret very much that Les Mahurin found it necessary to leave us. We understand that his health was such that Washington winters were causing him a lot of discomfort. We miss his interest and enthusiasm. His long experience in dealing with legislative matters and office operational procedures proved of lasting value to our organization. We hear that he will be back in Washington in April when we are looking forward to having him visit with us.—C. O. Henderson.

Emphasis Is on Mindpower

Digest of Remarks by Mr. Thomas B. Reid, Assistant Director (Manpower),
Office of Defense Mobilization, Before OPEDA on December 16, 1953

Mr. Reid began speaking specifically about his concern with two types of manpower problems: (1) current manpower situation and (2) problem of shortages of certain specialized key personnel.

Employment Areas

Population is so well employed that unemployment figures are about one million below what was estimated by economists. From current standpoint nationwide, we are in a fortunate position. ODM's concern comes from questions of geographic area employment and shortages of key skills. While nationwide the picture is good, there are spots—small local market areas—where there is a problem of unemployment. This is mostly in mill towns in New England and coal mining areas elsewhere. You might ask, "If people in such communities are unemployed why don't they move." It is fundamental human nature to stay where you are. Generally the population is not mobile. In attacking the problem of unemployment in local geographic areas, other things being equal, an attempt is made to locate new defense facilities

in those areas where an unemployment problem would be helped; and to work out with the Defense Department methods to place contract work in those areas.

Our interest in the problem of shortages (and important shortages) of certain key skills and aptitudes essential to the national economy and security is acute and constant. We recognize key skills, key aptitudes, technicians, scientists, engineers, are in short supply. No matter what manpower is available, it takes technical knowledge to make it work these days.

Trends in Modern Warfare

Admiral Radford said the other day that the trend in warfare is likely to be more skilled workers with more complicated weapons with fewer men. The emphasis is now on skills, abilities and qualifications rather than numbers and quantities of bodies of people. The same change is taking place in industry. More and more people hold jobs because some engineer or technician developed technique to make those jobs possible. In short, we are becoming so complicated in military and industry that it is taking a

higher type of skill to handle our national economy.

Measuring Manpower

The manpower situation is now measured under modern warfare conditions and modern industrial conditions not in quantity but in terms of quality. The modern manpower situation is concerned less with numbers of bodies and more with types of minds. The problem is to utilize to the maximum the manpower, mindpower, and skill power available to the United States. This extends to those in professional fields—not necessarily to graduates of engineering colleges but to those who can do certain engineering jobs and if put on anything else will be used to less than their ability to contribute to the nation.

Mobilization planners used to say that in the event of mobilization manpower would be the limiting factor—that we have plants or can build them but the bottleneck would be manpower resources. They now say skilled manpower and certain types of manpower are the limiting factors.

Much more time consuming is the problem of planning for mobilization.

We need to know what manpower resources are available now and for a reasonable period of years after for maintaining armed forces strength; (a) where it is now; (b) under

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OPEDA Congratulated By Local Columnists

Joseph Young, editor of the "Federal Spotlight" in the Washington Star, writes:

"I learn that your group is celebrating its 25th anniversary this year.

"May I convey to you and OPEDA my sincere congratulations and my hope that you will continue for many, many more years.

"OPEDA has played a major role in the progress made over the years to enhance the prestige and benefits of the professional employees in Government. Professional employees in other Government departments might well emulate your organization in forming similar groups of their own.

"May your membership and influence continue to increase. OPEDA has a record to be proud of."

* * * * *

From Jerry Kluttz, editor of the "Federal Diary" in the Washington Post, Walt Dutton received this message:

"I have just learned that the Organization of Professional Employees, which you so ably represent, is celebrating its 25th anniversary. My warmest congratulations and my very best wishes for the future.

"In your testimony before the Senate Post Office and Civil Service Committee, I believe you said that only about 2,200 of the 30,000 eligible professional employees were members of your organization. The next time you testify I hope you can report a much larger membership.

"Every good wish for a bigger and better OPEDA."

HIGHLIGHTS OF JANUARY MEETING—(From page 3)

copy of our December newsletter containing the BLS charts prepared by Mr. Stauber. This was later approved by formal motion.

Major Objectives:

1. Support a pay adjustment for all classified employees to increase salaries commensurate with the cost of living. This involves a proportional revision of the present salary scale rather than a flat increase for all employees. H.R. 7372 by Rep. Broyhill contains provisions that meet these requirements.

2. Support restoration of leave accumulation privileges, without increasing 30-day lump-sum payments. H.R. 7202 by Mr. Rees contains such provisions.

3. Study the Kaplan Report on Retirement, to be issued shortly, and support any recommendations that accord with our previous policies on this subject. Follow up the Kaplan Report to assure that adequate attention is given to allowance of certain cooperative State employment toward Federal retirement benefits. Urge the continued independence of Civil Service retirement from Social Security, except in the first few years of employment when Social Security benefits exceed Civil Service.

Other Objectives:

1. Support repeal of Whitten rider.

2. Support unemployment compensation in lieu of previous lump-sum payments.

3. Support elimination of multiple State income taxation.

4. Support legislation permitting income tax deduction for dependent college students earning more than \$600 per annum.

5. Support legislation authorizing agencies to detail employees for further education.

Professional Committee Report

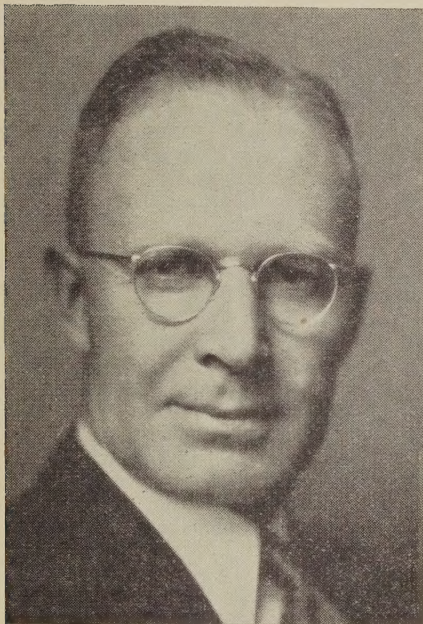
Mr. Morrison reported for this committee that their attention has been given principally to review and study of RIF procedures but that no conclusions had been reached. He reported that a committee has just been named by T. Roy Reid to make a similar study; that committee would like to have from OPEDA members their views on RIF procedures.

The Professional Committee also accomplished having our Code of Ethics adopted in a shortened form and printed on the back of our membership cards.

Public Service Committee Report

Mr. T. L. Gaston, chairman, reported that H.R. 1706 provided: (1) a statement of policy and authority for in-service training in the Government; and (2) authority for agencies to detail employees to colleges, laboratories, etc., for special training required to accomplish purposes of the agencies. Conditions under which such training could be done would be considerably restricted. This objective was approved in the Economic Committee report.

Our New Executive Officer



WALT L. DUTTON

Soon after Les Mahurin resigned as Executive Officer your Executive Committee decided on Walt Dutton as his successor. Charlie Mattison and I found Walt to be immediately interested—if he didn't take a two-year assignment with the British Government in the African Colonies. OPEDA needed some one badly to look after its legislative program. We felt that Walt's 16 years of successful experience before committees of Congress would enable him to take over this work for us at once. We persuaded him to assume the duties even though he might be called to the foreign assignment at any time. We believed him to be the perfect type for the job, and we were right! The results have been gratifying not only with the legislative matters but other duties of the position.

Walt retired from the Forest Service December 31, 1953, as Chief, Division of Range Management. He is an Oregonian; a graduate of Oregon State College; a career professional man with many years of service as forest guard, assistant forest ranger, forest ranger, grazing examiner, assistant forest supervisor, forest supervisor and district forest inspector before coming to Washington in 1936.

In 1949, Mr. Dutton received the Department's Superior Service Award. In 1951 he served with the Department of the Army on a three-month assignment in Japan.

We hated to see Les Mahurin leave, but since he did we know we have the right man to take his place. Walt has provided the spark, the know-how, and the enthusiasm which we need from an Executive Officer. He is getting results! He deserves our active support; so let's get behind him!

CHRIS HENDERSON, *President.*

MINDPOWER—(From page 4)

stepped up mobilization; and (c) under full mobilization including possible atomic attack on the continental United States.

Importance of Specialized Personnel

We consider specialized personnel so vital to manpower mobilization planning that in writing the OPM report, "Manpower Program for Full Mobilization," we asked a Committee on Specialized Personnel to do special study on special people and special skills. That committee's work to date presents this basic thought: In general, for most groups in the labor force, the numbers of individuals involved in each category are larger and the personnel is more homogeneous. In the case of specialized personnel fewer people are involved and these divide into a larger number of specialties substantially different and with wide variations in competence and specialized application of their knowledge even within narrow categories. Furthermore, the employment market for such personnel is generally national rather than local. Finally, in many cases such personnel, because of their knowledge and ability, have a great importance to those activities closely related to the national security and welfare since the emphasis in modern warfare is increasingly on science and technology. In individual cases the placement of the person becomes of particular significance.

Problems of Mobilization

The essential goal of mobilization is to provide that each person and group will contribute the maximum in the national interest. The national interest is not merely to meet combat requirements of the nation, but also to provide for the noncombat phases of military defense and for those activities essential to the functioning and maintenance of the civil structure as

an end in itself as well as a vital support to the military requirements of an emergency. A mobilization program for specialized personnel, therefore, must be concerned with such problems as the following:

A. The identity and description of specialized personnel of potential significance to the activities of the nation in time of mobilization.

B. The identification and measurement of the demand for persons of special and important skills. Military and industry have an obligation to do more thinking and planning in areas of what skills are needed, what professional people we have in the military and industrial force.

C. Provisions for the mobilization and assignment of personnel in these categories. It is not necessarily true that a scientist who happens to be able bodied is more useful in a foxhole than in a job outside military.

D. The type and organization of the national facility for channeling specialized manpower into positions where they are needed. Advisory boards at state levels should be established to help local draft boards decide whether a man is more important pursuing academic, business, or professional career than in military career.

E. Controls of various kinds, whether on the individual or otherwise, which can contribute to effective channelization. There are differing views on voluntary program vs. non-voluntary program.

F. A provision for training as an integral part of the total manpower problem in these areas.

G. Provisions to assure effective utilization.

H. The recognition of and acceptance by public opinion of the necessity to resort to specialized treatment of such personnel.

People do not recognize the importance of professional people to saving their own necks. It is an educational job.

An Insigne for OPEDA

By L. F. KNEIPP

OPEDA has selected the Monad in black and green colors as its emblem. This insignie usually in only one color will be used on membership cards, the quarterly OPEDA newsletter, letterheads and possibly on news releases, posters and other means of communication. The Great Chinese Monad, or Tai Kieh, or Tah Gook, is appropriately suggestive of the professional activities of this organized group of workers in the fields of agriculture.

This geometric design is reported to have been evolved in the eleventh century A.D., when it was used by a young Chinese, Chow Lien Ki, to illustrate a system of philosophy developed more than 3,000 years B. C. At the heart of this thinking known as the "Great Extreme" is the immaterial principle of the Two Powers, said to be present in all things. Force and Matter, Motion and Rest, Light and Darkness, Male and Female are only the descent and embodiment of this dual principle of nature, of fruitfulness and transformation. The Two

Principles or Dual Powers represented by the Monad are said to be widely understood in China in a phallic or sexual sense.

In the OPEDA design black represents soil, and green represents vegetation on the material level. Its dual parts can just as well be associated with crops and livestock, production and marketing, science and experience, research and education, assistance and regulation, development and conservation, farm and home or any number of other paired ideas vital to U.S.D.A.'s professional workers.

The Great Monad is the national emblem of Korea. In 1893 it was adopted by the Northern Pacific Railway as a standard trademark, in the colors of black and red. More recently the 29th Infantry Division of the United States Army has adopted the Monad as the shoulderpatch insignie of that division, in a combination of ultramarine blue and silver grey against an olive drab background. It is reported that many instances can be found of the use of the spiral in ornamentation by the Pueblo Indians

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Reorganization Philosophy

Assistant Secretary of Agriculture J. Earl Coke, in charge of Federal-State Relations, in addressing an OPEDA luncheon meeting group on February 16, said he was flattered at the large attendance which he felt was an indication of interest in the Departmental reorganization plans. He referred to some of OPEDA's objectives, saying he was interested to note that the founders of this organization "had the same objectives that we have—to promote the most effective public service through the Department." He added that the entire reorganization is based on the determination that the Department do everything possible to render the utmost in public service, which our country needs.

In attempting to formulate reorganizational plans, Mr. Coke continued, the following statement of the Secretary's was kept in mind:

"The actions to be taken are dictated by sound principles of public administration. The objective is to improve—not diminish—services to farmers."

He then discussed the background and reasoning for placing all of the service agencies of the Department under four main groups: (1) Federal-State Relations; (2) Marketing and Foreign Agriculture; (3) Agricultural Stabilization; and (4) Agricultural Credit.

In referring to the administrative difficulties in operating an organization the size of the USDA, Mr. Coke said that when one is working for himself his plans for today, tomorrow, and the future are pretty well laid out, but that where more than one person is involved a division of activities must be made. He commented that he is intrigued with research institutions that announce to their people that they have a general problem of research, but that where they go from there, and what they can do, is entirely up to them, because he has learned that very fine results come out of those institutions where there is a great freedom and latitude in the work they carry on. He added that he hopes we can have here in the Department as much freedom as possible, but that in an organization the size of this we have to define the various areas of responsibility. In dividing an organization such as the USDA into smaller units the responsibility of individuals in fields in which they can work is limited and there is a tendency to pigeon-hole too much the activities of a person. Mr. Coke believes that if we can draw out and make use of the potentialities of everybody in the Department very good progress could be made. We must be alert and willing to understand people in organization, to permit them to use their native ability and training to the fullest extent possible. "I am sure," he continued, "that there is not a member of the Department of Agriculture who does not get satisfaction out of a job well done. (We are making every effort to place everyone in the Department properly in order to accomplish this and because we believe that by so doing we can really best serve the people of this country.)"

ment properly in order to accomplish this and because we believe that by so doing we can really best serve the people of this country.)"

Mr. Coke believes that we are all so human that we like to be able to belong to something. We get our pleasures out of some side activities, but we spend most of our life working and the real pleasures and satisfactions should come from an accomplishment for which we receive some money—perhaps not enough—but if that were the measure of success of each of us he feels those things that are being accomplished could not be. Here he told that when he notices the number of cars parked down at the Department at night, on Saturdays, Sundays and holidays, it makes him realize that in this Department there is something besides the paycheck that is the motivating purpose behind each employee—and that is a job well done. It is a job in which all can take some satisfaction as we all have to be able to accomplish something in order to help our nation advance economically and socially. He thought it might be difficult for some of us to say that we belong to the Department of Agriculture, so he thinks we take pride in belonging to the various agencies or groups within the Department, "which is as it should be."

Our group was told that it is im-

portant for all employees to know for just whom and what they are responsible as there is nothing so frustrating as to not know what is expected of us. In the reorganization every effort is being made to make employees understand that fact—not only on a general basis but on a more individual basis through the administrators of the various groups. It must be made clear to all just where their responsibilities lie so that they are not dangling in a vacuum and are therefore unable to participate as they would like.

Some 2,000 years ago a pronouncement was made that the dignity of an individual is the most important thing that we have in this world. Through these 2,000 years we have come to believe more and more in the importance of individual dignity. This does not apply just to church, or religion, but to every day working relationships with others in an organization. Whatever we do, whether by organizational structures, or day to day contacts, or by how individuals fit into group activities, if we can always be conscious that your dignity, and mine, are more important than anything else, this Department will go ahead and continue to be the great organization that it has always been. This will be accomplished if we all perform our duties to the utmost of our abilities—thus we will also be of much greater service to the farm people of the country and to our nation.

Special Notice

OPEDA 25TH ANNIVERSARY DINNER

FRIDAY, APRIL 23, 1954—6 P.M.

4TH WING DEPARTMENT CAFETERIA

GUEST SPEAKER

HON. CLIFFORD HOPE, CHAIRMAN

HOUSE AGRICULTURE COMMITTEE

OTHER SPECIAL ENTERTAINMENT YOU'LL LIKE

\$2.50 PER PLATE

SEE YOUR COUNCIL REPRESENTATIVES FOR TICKETS

SPOUSES AND GUESTS ARE WELCOME

THE PRESIDENTS OF OPEDA

1929:	A. F. Woods, Director of Scientific Work
1930-31:	C. C. Clark, Weather Bureau
1932-33:	R. E. Marsh, Forest Service
1934:	E. W. Sheets, Bureau of Animal Industry
1935-37:	S. B. Fracker, Bureau of Entomology
1937:	E. W. Sheets
1938-40:	L. A. Jones, Soil Conservation Service
1941-44:	Samuel Goodacre, Soil Conservation Service
1944-45:	C. R. Ball, Extension Service
1946:	D. A. Spencer, Bureau of Animal Industry
1947-48:	M. C. Merrill, Office of Information
1949-50:	B. A. Porter, Bureau of Entomology
1951-52:	B. R. Stauber, Bureau of Agricultural Economics
1953-	C. O. Henderson, Office of Personnel

BIRTHDAY—(From page 1)

come to realize that they are needed and desired. They belong, and in every sense they enjoy all the benefits of OPEDA membership enjoyed by those in the top brackets.

There are today some 30,000 men and women in the Department who are eligible for membership. Only 1 in 10 now belongs. Many thousands await but the asking. The work of contacting all eligibles by mail would be enormous and costly. The \$2 annual fee, the total annual cost to the member, need not be raised. The most practical way to reach our eligibles is through the membership. Any member of OPEDA can get a surprising number of new members in his own circle. The extensive research OPEDA carries on for Department employees and its 25 years of achievement in safeguarding their interests and the interest of the public service, should be convincing reasons to bring thousands into active membership.

How OPEDA Came To Be

OPEDA was at first an idea; it soon became an ideal, then a living fact. No presentation of this society would be complete without a few words on its origin and development. The men who did so much to start the Department of Agriculture on the road to greatness were many of them famous scientists, proud of their professional standing, dedicated to the public service, yet not unaware of their none too secure position.

Clouds appeared on the horizon early in 1929. On February 15, a memorandum was prepared by employees, with the concurrence of the late Dr. Alfred F. Woods, then USDA Director of Scientific Work, alerting personnel to pending Congressional consideration of major objectives affecting the status of professional employees. Word was passed that all scientific and technical employees of the Department should unite in consideration of "matters of vital concern to them." Another memo prepared by Dr. K. F. Kellerman called a meeting of delegates on February 18. The bureaus responded immediately and a great majority of them were represented in the meeting. Those who attended were: A. O. Baker, E. R. Sasscer, John W. Roberts, M. A. McCall, H. L. Knight, Clarabel Barnett, T. Warren Allen, C. D. Kunsman, F. C. Blanck, W. W. Skinner, Rodger R. Kauffman, M. C. Wilson, Gertrude L. Warren, C. C. Clark, R. Y. Weightman, Joseph A. Becker, A. W. Boyle, E. H. Clapp, L. A. Rogers, Ruth O'Brien, Benjamin Schwartz, Milton S. Eisenhower, M. C. Merrill, Frank G. Ashbrook, and W. B. Bell.

Out of this meeting came election of officers and naming of a permanent committee. C. C. Clark, W. W. Skinner, and Frank Ashbrook were elected chairman, vice president, and secretary, respectively. Chairman Clark named Eisenhower, Roberts, Roy Headley, Schwartz, and Becker as additional members.

A Constitution and a Name

This committee met February 20 at Dr. Skinner's office. By March 18 it

was determined to proceed with organization of the "Association of Professional Employees of the Department of Agriculture." The draft of a constitution was presented.

It was agreed that the constitution should provide for participation of employees in matters needing expression of group opinion and that a permanent organization should be established. For the first time the name "Organization of Professional Employees of the U. S. Department of Agriculture" was used. It was agreed that each bureau or agency should select two representatives to a council. The constitution was adopted April 4, 1929. Dr. Woods became the first president. OPEDA was born.

There was as of April 4 no formal membership, but the Council was authorized to start enrollment. The first organizational meeting was held April 8 at the old Motion Picture Laboratory. Members of the organizational committee were Clark Skinner, Ashbrook, Eisenhower, Roberts, Headley, Schwartz, and Becker.

OPEDA is much more than a discussion group. The constitution of 1929 provides for full discussion, however, stating that:

"The purpose of this organization is to provide a forum for the discussion of all problems affecting the welfare of the professional employees of the Department; to cooperate with administrative officials and other agencies interested in the personnel and the work of the Department; and to confer with committees of Congress on matters affecting the personnel of the Department."

In the course of 25 years, OPEDA has labored consistently to advance the employee in his services to the Department and the public, and in his individual standing. It has supported measures in his interest and has led the way in building up the free spirit of cooperation with his fellows.

☆ ☆ ☆

COMMENTS—(From page 2)

Despite the good done by some employee groups during my early Department years, I felt the need for better representation of the professional workers. In OPEDA I found what I had looked for—a deep concern on how best to serve America in our collective official capacity coupled with a sane outlook on furthering our own legitimate personal interests. My only disappointment is that so few have availed themselves of so much for so little.—Frederick V. Rand, OES, Ret.

The success or failure of Government operations in agriculture depends on the effectiveness and initiative of the professional employees. We have many common problems, both personal and official. OPEDA offers the only opportunity outside of official channels to discuss and informally to agree upon what policies we believe that Congress and the Administration should follow.

In this way, OPEDA helps to keep

the Department productive through efficient and considerably treated professional staff.—S. B. Fracker.

OPEDA is an organization with dignity and prestige that brings cooperative effort to bear on attaining greater opportunity and growth for professional employees.

It has a record of fine and useful service. Its potentials for further service are great and will be enhanced as its working membership is increased.—T. Roy Reid, Graduate School.

I am a member of OPEDA because I am a firm believer in organizations of people who have common aspirations, problems, and interests. I belong to OPEDA because I am in full accord with its objectives as set forth in its Constitution and with its conservative, broad-minded policies in dealing with matters affecting its membership.—B. A. Porter, ARS.

A large part of the service which the Department of Agriculture gives the public is performed by professional people. Certain basic needs of professional employees must be met in order for them to perform this service in a way which will satisfy the public and themselves. I believe OPEDA can represent our professional people and meet some of these needs which neither the individual nor the administrator can meet.—Chris Henderson, Pers.

Problems are solved best when men sit about a table and discuss them. Professional people must associate with one another and get the viewpoint of all as a basis for progress. Professional workers in agriculture are no exception. OPEDA furnishes an important vehicle for advancement of professional service to agriculture.—Carl Colvin, FCA.

In the years since OPEDA was founded, it has become increasingly clear that professional people cannot expect other groups either to represent their views adequately, or to make the contribution to the successful functioning of a democratic society for which they as a group are responsible. Professional people in the Department and Government generally have a responsibility—not only for their individual integrity in their particular profession—but also for effectively promulgating as a group the professional standards, policies, and principles in which they believe.—B. Ralph Stauber, AMS.

OPEDA

Issued at Washington, D. C., Each Quarter of Calendar Year.

(Not printed at Government expense)

Purpose of publication: Dissemination of information pertaining to the welfare of professional employees of the U. S. Department of Agriculture.

New Basis for Council Representation

The Department's reorganization made it essential to provide for a different basis for representation on our governing body, the Council. A committee composed of Bennett Porter, chairman, Leon Kneipp and Ralph Stauber as members, proposed to the Executive Committee on March 4 the following: 1. That the Service or other unit of similar status become the basis for representation. This will provide 16 units including the Farm Credit Administration, Food and Drug Administration, and a unit combining the administrative offices. 2. Representation on the Council from these units would be on the following basis: One voting member and an alternate for the first 10 members; a second voting member after 50 members; a third after 100 members and an additional voting councilor for each additional 100 members. One additional alternate member would be elected

for every 3 additional voting members. With the present membership this would provide 26 voting members as compared with the present 38. 3. The present Council members will continue to serve until the next election in December. 4. The necessary change in the Constitution was drawn up and included in the report.

The report was accepted by the Executive Committee. It will be presented for action by the Council at its regular May meeting.

Dr. Hilbert

A complete report on
Dr. G. E. Hilbert's talk
at the
OPEDA luncheon
on
January 19, 1954
will be published in the
June Newsletter

INSIGNE—(From page 5)

of the Southwest; shell ornaments covered with monads have been taken from mounds made by the Mound-builders; and the monad in more or less of a perfect form has been found in the basketry work of some of the Northern Tribes of Indians.

It has been said that there is nothing so powerful and explosive as an idea. OPEDA is an idea, with great potentialities of power and explosiveness, but thus far it has not manifested either one. Possibly that may be attributed to the fact that the OPEDA idea has never been presented except through the printed or mimeographed word. Symbolized by this emblem or insigne it could intrigue the interest of the professional employees of the Department of Agriculture, could capture their imagination and their utmost loyalty. Then OPEDA would move on to the proud destiny that Dr. Woods conceived for it a quarter-century ago.

MEMBERSHIP NOTES

Publication of the Box Score showing new members, by units, must be further postponed until new OPEDA units, conforming to Departmental reorganization, have been established. (See item elsewhere in this issue covering proposed new basis for Council representation.)

AMS (formerly BAE) currently is pacing the membership

drive. Under the leadership of Charley Burkhead, AMS accounts for more than 75 new members since January 1. Council groups for other units are just getting under way with plans for increasing membership.

"OPEDA Facts" (a new printing just off the press) and copies of this Anniversary Issue of

OPEDA Newsletter, are now available for use in membership promotion. Order now and give or show to prospective new members.

The Application Blank is printed below for convenient use by members in getting "One More in '54!" Have you gotten yours?

CUT ON THIS LINE AND MAIL

Organization of Professional Employees
of the U. S. Department of Agriculture
P. O. Box 381 — Washington 4, D. C.

Date _____, 195__

Application hereby is made for membership in the Organization of Professional Employees of the United States Department of Agriculture, the annual dues of which are \$2.00 per year and for which there is no initiation or membership fee.

Name (First name in full: Mr., Mrs., Miss, Dr.) _____

Address _____

Bureau _____ Div. or Branch _____

Title _____ Classification: GS- _____

Enclosed is check (), currency (), money order () for \$2.00 for 195__ dues. (Checks or money orders may be made payable to Org. Prof. Employees USDA, or simply to O.P.E.D.A.)

(Signature of Applicant) _____

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